

Board Office Use: Legislative File Info.	
File ID Number	15-1341
Introduction Date	6-24-15
Enactment Number	15-1285
Enactment Date	8/12/15 <i>OK</i>



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

To: Board of Education

From: Jacqueline Minor, General Counsel
Troy Christmas, Director of Labor Strategy *JM*

Meeting Date: June 24, 2015

Subject: Memorandum of Understanding (MOU) regarding Nurses Placement on Salary Schedule and Annual Stipend

Action Requested: Approval of the MOU between the District and OEA regarding nurses' compensation.

Summary: In recognition of the ongoing challenge to staff nursing positions and our legal obligations to serve medically fragile students, the attached MOU provides for increased compensation and professional growth for nurses by a) increasing initial salary placement for incoming nurses, 2) increasing compensation of recently hired nurses consistent with the increase in initial salary placement, and 3) providing an \$8,000 annual stipend to our most experienced nurses to provide coaching and mentoring to other nurses and support staff to best support professional development and therefore student health.

Fiscal Impact: Estimated \$280,780.00 / General Purpose Fund

Recommendation: Approval of the MOU between the District and OEA regarding nurses' compensation.

Attachment: MOU

MEMORANDUM OF UNDERSTANDING
BETWEEN
OAKLAND EDUCATION ASSOCIATION ("OEA")
AND
OAKLAND UNIFIED SCHOOL DISTRICT ("OUSD")

Whereas the District is legally required to provide school nursing services needed by medically fragile students; and

Whereas, the current nursing shortage has exacerbated the difficulty in hiring and retaining qualified nurses to meet the District's legal obligations;

The parties agree as follows:

- 1) Effective July 1, 2015, OUSD School Nurses shall be placed on the then current K-12 Teachers' Salary Schedule according to their years of experience and documented units of education, except as identified in the chart below:

Experience & Education	Method of Placement
External Hires Initial Placement (0-8 Years of Experience)	Step 8
Current nurses (0-3 years OUSD experience)	New placement corresponding to an imputed initial placement at hire date of at least Step 8 (see New Hires above) and projected forward to determine current placement. Example: Nurse hired July 2014, would be at step 9 beginning July 2015.
Current nurses (3+ years OUSD experience)	Move 3 steps. Example: At Step 5, July 2014, move to step 9 beginning July 2015.

- 2) The modifications to step placement and base compensation based on this MOU is provided as **Attachment A**.
- 3) The District will meet individually with each nurse to explain the modifications.
- 4) Effective July 1, 2015, OUSD School Nurses with at least 14 years of nursing experience shall receive annually a stipend of \$8,000 to provide coaching and mentoring to support staff development and student health. Individual coaching and mentoring responsibilities will be developed in collaboration with the nurses receiving the stipend.

In witness whereof, the parties hereto have executed this agreement this 2nd day of June, 2015.

OAKLAND EDUCATION ASSOCIATION

By: Trish Gorham 4/2/15
Trish Gorham, President

By: Becky Flannigan
Becky Flannigan, Executive Director

OAKLAND UNIFIED SCHOOL DISTRICT

By: Brigitte Marshall
Brigitte Marshall, Chief Talent Officer

By: Jenine Lindsey
Jenine Lindsey, Labor Coordinator

James Harris
James Harris
President, Board of Education

Antwan Wilson
Antwan Wilson
Secretary, Board of Education

File ID Number: 15-1341
Introduction Date: 6/24/15
Enactment Number: 15-1288
Enactment Date: 6/12/15
By: OK

School Nurse Salary Analysis_Step 8 Salary Placement
As of 03/09/2015

LAST NAME	FIRST NAME	ID	POSITION	HIRE DATE	FTE	SALARY	COLUMN	15-16 STEP BEFORE MOU	2015-2016 SALARY BEFORE MOU	COLUMN	2015-2016 STEP AFTER MOU	Eligible for Mentoring Stipend	NEW SALARY AFTER MOU	SALARY DIFFERENCE ESTIMATE
ALLEN-WILLIAMS	NATASHA	25716	NURSE	10/1/2014	1	K12T	6	2	\$ 49,262.47	6	9		\$60,026.43	\$10,763.96
BAILEY	SUSAN	4322	NURSE	1/7/2002	1	K12T	5	27	\$ 66,189.66	5	29	\$8,000.00	\$74,189.66	\$8,000.00
BALDE	EDEN	4499	NURSE	8/29/2000	1	K12T	6	29	\$ 72,352.89	6	31	\$8,000.00	\$80,352.89	\$8,000.00
BOYD	SARAH	19431	NURSE	8/26/2009	1	K12T	5	18	\$ 63,118.89	5	20	\$8,000.00	\$71,118.89	\$8,000.00
BROACH	THUY VAN THI	23386	NURSE	10/1/2012	1	K12T	3	5	\$ 46,180.85	3	12		\$56,944.81	\$10,763.96
CHEN	JACINDA	25890	NURSE	12/31/2014	1	K12T	3	1	\$ 40,885.68	3	8		\$50,792.43	\$9,906.75
DANIEL	WANETTA	6585	NURSE	9/1/1999	0.8	K12T	5	31	\$ 52,951.72	5	31	\$6,400.00	\$59,351.72	\$8,000.00
FAISON-BURNS	OZELLA	2620	NURSE	4/1/2008	1	K12T	6	27	\$ 72,352.89	6	29	\$8,000.00	\$80,352.89	\$8,000.00
HONG	JUNG	25650	NURSE	9/22/2014	1	K12T	6	3	\$ 50,792.43	6	10		\$61,567.23	\$10,774.80
HURT	ELIZABETH	24561	NURSE	11/12/2013	1	K12T	6	7	\$ 56,944.81	6	13		\$66,189.60	\$9,244.79
JENNETTE	KELLY	12636	NURSE	10/3/2005	0.8	K12T	6	24	\$ 56,640.98	6	26	\$6,400.00	\$57,882.31	\$7,641.33
JONES	CYNTHIA	7855	NURSE	12/3/1996	1	K12T	6	31	\$ 72,352.89	6	31	\$8,000.00	\$80,352.89	\$8,000.00
JONES	LINDA	11932	NURSE	3/29/2005	1	K12T	6	15	\$ 69,271.28	6	17	\$8,000.00	\$77,271.28	\$8,000.00
LI	KITTY	15499	NURSE	2/1/2013	1	K12T	6	4	\$ 52,344.08	6	11		\$63,118.89	\$10,774.81
LIM	STEPHANIE	10969	NURSE	8/25/2010	1	K12T	4	7	\$ 50,792.43	4	14		\$60,026.43	\$9,234.00
LIU	YIN YA	22665	NURSE	2/28/2012	1	K12T	6	5	\$ 53,874.04	6	12		\$64,648.85	\$10,774.81
NGUYEN	ELEANOR	25765	NURSE	10/31/2014	1	K12T	6	2	\$ 49,262.47	6	9		\$60,026.43	\$10,763.96
NUNES DA SILVA	EDSON	25652	NURSE	9/22/2014	1	K12T	3	2	\$ 41,547.57	3	9		\$52,344.08	\$10,796.51
OLIVEROS	NANCY	25763	NURSE	10/31/2014	1	K12T	6	2	\$ 49,262.47	6	9		\$60,026.43	\$10,763.96
PRICE	KALLY	24681	NURSE	1/9/2014	1	K12T	6	4	\$ 52,344.08	6	11		\$63,118.89	\$10,774.81
SCHAEFER	DANIELLE	25252	NURSE	8/20/2014	1	K12T	3	2	\$ 41,547.57	3	9		\$52,344.08	\$10,796.51
SEPPEH	KHANNAH	2390	NURSE	8/22/2012	1	K12T	6	5	\$ 53,874.04	6	12		\$64,648.85	\$10,774.81
SICAT	JOYCE	25891	NURSE	1/5/2015	1	K12T	3	1	\$ 40,885.68	3	8		\$50,792.43	\$9,906.75
SMITH	MADELINE	25722	NURSE	10/10/2014	1	K12T	3	3	\$ 43,099.23	3	10		\$53,874.04	\$10,774.81
STANGL	PAULINE	23721	NURSE	2/1/2013	1	K12T	3	4	\$ 44,640.04	3	11		\$55,414.85	\$10,774.81
STEIGERWALD	COREEN	21715	NURSE	5/16/2011	1	K12T	3	6	\$ 47,721.66	3	13		\$56,944.81	\$9,223.15
WONG	SAMANTHA	23510	NURSE	11/26/2012	1	K12T	3	4	\$ 44,640.04	3	11		\$55,414.85	\$10,774.81
WOODSON	ELVADEEN	25791	NURSE	11/17/2014	1	K12T	4	14	\$ 60,026.43	4	14	\$8,000.000	\$68,026.43	\$8,000.000
YEE	FARM	25253	NURSE	8/20/2014	1	K12T	3	3	\$ 43,099.23	3	10		\$53,874.04	\$10,774.81

TOTAL: \$280,778.91